



## DEPARTMENT OF EDUCATION

Townsend Building  
401 Federal Street Suite 2  
Dover, Delaware 19901-3639  
DOE WEBSITE: <http://www.doe.k12.de.us>

Susan S. Bunting, Ed.D.  
Secretary of Education  
Voice: (302) 735-4000  
FAX: (302) 739-4654

**PUBLIC MEETING:** DPAS-II Advisory Committee Meeting

**MEETING DATE AND TIME:** Thursday, May 11, 2017 – 10:00 am

**PLACE:** Delaware Department of Education

401 Federal Street, Dover, DE 19901 – 2<sup>nd</sup> Floor Cabinet Room

### Meeting Minutes

#### **MEMBERS PRESENT**

Susan Frampton  
Representative Earl Jaques, Jr.  
Jill League  
Elaine Marker  
Jennifer Smith, Chair  
Senator David Sokola  
David Tull  
Jon Sheehan  
Donna Johnson, State Board of Education Ex-Officio Non-Voting Member  
Laura Schneider, DDOE Representative Non-Voting Member  
Kimberly Rodriguez, DDOE Administrative support

#### **MEMBERS ABSENT**

Sherry Antonetti  
Matthew Burrows  
Suzette Marine  
Max Rodriguez  
TJ Vari, Co-Chair

#### **PUBLIC**

Seher Ahmad, DDOE  
Kelley Brake, DDOE  
Raifu Durodoye, DDOE  
Melissa Oates, DDOE  
Maria Stecker, DDOE  
Deborah Stevens, DSEA  
Tammy Croce, DASA

1. **Call to Order**

The meeting was called to order at 10:18 a.m.

2. **Pledge of Allegiance**

3. **Moving # 7 HB159 to Number 6**

4. **Approval of May 11, 2017 Agenda**

Jill League made a motion and Senator Sokola seconded the motion to approve the May 11, 2017 agenda. **The motion passed.**

5. **Approval of April 6, 2017 Minutes**

Senator Sokola made a motion and David Tull seconded the motion to approve the April 6, 2017 minutes. **The motion passed.**

6. **HB159**

Representative Jaques commented on HB159. Spoke about the professionals and their evaluations. Wanted to know why they are doing the special appraisal process. Where does the process stand? Senator Sokola commented that he is not sure what needs to be done and asked Donna Johnson if there is a better way to do the evaluations.

Donna Johnson commented that the PSB does not have anything or any purview over the evaluations. Course work and professional development are required for the nurses to get their first professional license. Other specialist have the same pathway as nurses. Donna commented that SB62 removes the requirement that School nurses need to take the courses of content readiness exam or general knowledge exam for initial licensure or provisional licensure.

Questions:

1. What are the main concerns in how school nurses are evaluated?
2. Have we heard from school nurses around changes they would like to be made to their evaluation system?

Donna mentioned to Representative Jaques that we already have a provision in Bill 1270 that allows Districts or Charter Schools to submit an alternative evaluation system. In order to continue your professional license, you need to maintain effectiveness and maintain no more than one unsatisfactory evaluation on a state approved system within the first four years of your initial license.

Senator Sokola commented that a nurse received a pink slip because she didn't pass the PRAXIS Test. The district wanted to retain the teacher when she did not pass the DPAS and there were others as well. There are times when Nurses can be a resource for the school and provide services outside their specialty.

Representative Jaques commented that the Committee needs to start discussing HB159, specialists and what is best for the nurses.

Laura Schneider mentioned that there is a need to look at Elementary librarians, School Counselors, Specialists and others. Laura mentioned that the specialists all follow the DPAS guide.

*Representative Jaques left the meeting at 10:43 a.m. – A quorum is no longer available.*

Tammy Croce from DASA commented that Nurses, Physical Therapists, Counselors and others have a National Standard. The most difficult piece for the specialists is the Component V. Feels the most important is piece of the Component V is the action research. A positive impact can be done if it is done in the correct way. There is a big piece in DPAS called professional growth.

Deb Stevens commented that the conversations were around re-thinking the specialist's evaluations. Bringing in the subgroups or focus groups may be a good thing. Also commented that the Professional Standards Board does not have any authority to vote or comment on the evaluation system for specialists.

Donna Johnson commented that Representative Jaques only wanted to start the conversation, not move forward with the piece of legislation or vote on the Bill.

Senator Sokola commented that he did not write the Bill, however he had conversations and submitted SB62 which is different than HB 159.

Donna commented that through the State Board was in agreement with SB62. Concerns with the Bill coming afterwards that it could be perceived to undo components that were removed from licensure that was established by the Professional Standards Board.

Donna mentioned that it may be helpful to get a group together with specialists and get some feedback regarding the evaluation system to the DPAS Committee by September.

Laura mentioned that she will move forward with getting a Committee together. **Add this conversation to the September meeting.**

## **7. Expectation Form**

Jill League commented that some districts are using the Expectation Form and some are not. The negative is that it is coming out as an improvement plan piece. Some of the districts are using the form as an improvement piece. ***Jon Sheehan left the meeting at 10:58 a.m.***

Susan Frampton commented that it should not be optional and it should be a mutually agreed upon piece.

Comments were made by Laura that it is helpful for teachers to have them know what the expectation is.

Jill commented that she feels the form should be optional.

Elaine Marker commented that things should be clearly stated before having a teacher sign any documents.

Jill League commented that the expectation form should be mutually agreed upon and keeps the Administrators and the Teachers honest. She commented that the form is a good thing.

Laura Schneider mentioned that she is having a training and she could get some feedback from the teachers to see why they do or do not use the form. She will collect the information.

Susan commented that the form is closure.

Jill commented that the form needs to be either mandatory or part of the improvement plan. It needs to be a standard across the board so everyone is doing the same thing. The form should not be optional.

**8. Creation/Adoption of a New Evaluation System**

Laura commented that TJ Vari brought the creation/adoption up and wanted to look at other models that are out there. Laura also commented that her team meets with other States to see what they do.

*Jennifer Smith asked if Laura could get some information together for the September meeting.*

**9. Other Business – Discussion/Notification Only**

The next committee meeting - September 2017. Jennifer will notify the Committee when the date has been set.

**10. Public Comment**

None

**11. Adjournment**

Jill League motioned and Senator Sokola seconded the motion to adjourn. No quorum to approve or deny the adjournment. Meeting ended at 11:50 a.m..